

Job Satisfaction of Secondary School Teachers Teaching in Different Types of School Management

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***Abstract**

The present research paper explored the Job Satisfaction of Secondary School teachers teaching in private and government schools. The Job Satisfaction of teachers was measured by Job Satisfaction Scale (JSS) developed and standardized by Meera Dixit. The JSS contains 52 items and measures the Job Satisfaction of all teachers through eight areas — I. An intrinsic aspect of the job, II. Salary, Promotional avenues & service condition, III. Physical facilities, IV. Institutional Plans & Policies, V. Satisfaction with authorities, VI. Satisfaction with social status and family welfare, VII. Rapport with students, VIII. Relationship with co-workers. The findings indicated that there exists a statistically significant difference between the Job Satisfaction of Private and Government Secondary School teachers.

***Key Words: Job Satisfaction, Private Schools, Government Schools, Secondary School Teachers.**

The Job Satisfaction of secondary school teachers is one of the important variables which needs to be studied. There are studies that reflect that the Job Satisfaction of teachers affects teachers and students in many ways. It affects their social and emotional well-being. It is important to remember that job satisfaction varies from teacher to teacher. In the same school under the same environment, the factors that help one teacher feel good about his work

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may not be the same as another teacher. For this reason, it is essential to have a multidimensional approach to teacher satisfaction. Job satisfaction is defined as the level of contentment employees feel with their job. This goes beyond their routine duties to cover satisfaction with team teachers/principals, satisfaction with school rules, and the impact of their job on teachers' personal lives. Job Satisfaction is a broad area. Dr. Meera Dixit included eight areas to measure the Job Satisfaction of teachers. These eight areas are — I. An intrinsic aspect of the job, II. Salary, Promotional avenues & service condition, III. Physical facilities, IV. Institutional Plans & Policies, V. Satisfaction with authorities, VI. Satisfaction with social status and family welfare, VII. Rapport with students, VIII. Relationship with co-workers. In the present study, the researchers believe that the research tool prepared by Dr. Meera Dixit is quite appropriate to study the Job Satisfaction of Government and Private secondary school teachers

Review of Related Literature

Joshi(2010) studied job satisfaction and emotional intelligence of teachers teaching in senior secondary schools and reported that there exists a positive correlation between emotional intelligence and job satisfaction. The study further indicated that male and female teachers have no significant difference in their job satisfaction.

Thapliyal and Joshi(2014) studied the job satisfaction and emotional intelligence of secondary school teachers and reported a positive relationship between these two variables. The study further indicated that male and female teachers have no significant difference in their job satisfaction.

Varca et al. (2017) studied sex differences in job satisfaction and reported that sex differences in job satisfaction revolve around organizational rewards and that such differences are moderated by occupational level. Results showed that upper-level men and lower-level women are more satisfied with their pay and promotions.

Sudha and Kalpana(2022) studied job satisfaction on gender, types of management, and marital status among higher secondary teachers and reported that there exists a significant

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difference in the level of job satisfaction between male and female higher secondary school teachers. It also reported a significant difference between government and private higher secondary school teachers. On the other hand, no significant difference was found between married and unmarried teachers in their job satisfaction.

Objectives of the Study

The following are the objectives of the study.

1. To compare the job satisfaction between Male and Female teachers teaching at the Secondary Level.
2. To compare the Job Satisfaction between Private and Government teachers teaching at the Secondary Level.

Hypotheses of the Study

The following are the hypotheses of the study.

1. There exists no significant difference in job satisfaction between Male and Female teachersteaching at the Secondary Level.
2. There exists no significant difference in job satisfaction between Private and Government teachers teaching at the Secondary Level.

Delimitation of the Study

1. The research was delimited to five Government and five Private Secondary Schools in Ranchi.
2. The study was delimited to 200 teachers.
3. This research study was delimited to Job satisfactionas measured by the tool used in the study.

Methodology

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The descriptive Survey Method was used.

Sample

In the present study, five Private and five Government Secondary Schools were chosen purposively from different regions of Ranchi. From each school, ten male and ten female teachers were selected through stratified random sampling. The total sample consisted of hundred secondary school teachers.

Tools Used

Job Satisfaction was assessed by Job Satisfaction Scale (JSS) developed and standardized by Meera Dixit. The JSS contains 52 items and measures the Job Satisfaction of all teachers through eight areas — I. An intrinsic aspect of the job, II. Salary, Promotional avenues & service condition, III. Physical facilities, IV. Institutional Plans & Policies, V. Satisfaction with authorities, VI. Satisfaction with social status and family welfare, VII. Rapport with students, VIII. Relationship with co-workers.

Collection of Data

The data for the research was collected by administering the instruments to the selected teachers as per the instructions provided in the manual of the tool.

Scoring Procedure

The JSS contains 52 items and measures the Job Satisfaction of all teachers through eight areas — I. An intrinsic aspect of the job, II. Salary, Promotional avenues & service condition, III. Physical facilities, IV. Institutional Plans & Policies, V. Satisfaction with authorities, VI. Satisfaction with social status and family welfare, VII. Rapport with students, VIII. Relationship with co-workers. The scoring is on a five-point Likert scale alternative, viz., strongly agree, agree, undecided, disagree, and strongly disagree (1 to 5).

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Statistical Techniques Used

Descriptive statistics such as Mean and Standard Deviations were used along with inferential statistics (t-test) were used.

Results and Discussions

The result of the study is discussed with the help of the tables provided below:

Table

The difference in the mean scores of Job Satisfaction between Male and Female secondary school teachers.

Teachers Group	No	Mean	S.D.	t-ratio	Result
Male	100	262.90	9.10	1.75	Not Significant
Female	100	265.10	8.80		

An independent samples t-test was used to test the hypotheses. The table shows that the mean score of male secondary school teachers is 262.90 with S.D. 9.10 whereas the mean score of female secondary teachers is 265.10 with S.D. 8.80. The t-ratio was calculated as 0.75 which is insignificant at 0.05 level. Thus, the first null hypothesis, therefore, cannot be rejected. This shows that there exists an insignificant difference in the job satisfaction scores of male and female secondary school teachers. The result of the study is supported by Thapliyal& Joshi(2014) and Joshi (2010). The result of the study is contradicted by Sudha and Kalpana (2022).In order to generalize, more studies need to be conducted.

Table 2

The difference in the mean scores of Job Satisfaction between Private and Government secondary school teachers.

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Teachers Group	No	Mean	S.D.	t-ratio	Result
Private	100	259.70	10.20	4.32	Significant
Government	100	265.80	9.80		

An independent samples t-test was used to test the hypothesis. The table shows that the mean score of private secondary school teachers is 259.70 with S.D. 10.20 whereas the mean score of government secondary teachers is 265.80 with S.D. 9.80. The t-ratio was calculated as 4.32 which is significant at 0.05 level. Thus, the second null hypothesis, therefore, cannot be accepted. This shows that there exists a significant difference in the job satisfaction scores of private and government secondary school teachers. The mean job satisfaction score of government school teachers is more than that of private school teachers. It shows that government school teachers are having better job satisfaction as compared to their counterparts in private schools. The result of the study is supported by Sudha and Kalpana(2022). In order to generalize, more studies need to be conducted.

Educational Implication

The Job Satisfaction of teachers needs to be studied to give proper attention to teachers' well-being and positive educational outcomes. The study showed that private school teachers are less satisfied as compared to government teachers. It may be because of salary and other benefits of government teachers are far better than those of private teachers. It is high time for policymakers, educational administrators, and governments to come forward and ensure the salary of private teachers is at par with government teachers.

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